



State of Colorado

Professional Engineer I: DORA/Division of Public Utilities Commission

SALARY	\$7,337.00 - \$8,804.00 Monthly	LOCATION	Denver, CO
JOB TYPE	Full Time	JOB NUMBER	SGA-5178-6/24
DEPARTMENT	Department of Regulatory Agencies	DIVISION	Public Utilities Commission
OPENING DATE	06/28/2024	CLOSING DATE	7/12/2024 11:59 PM Mountain
FLSA	Determined by Position	TYPE OF ANNOUNCEMENT	This position is open only to Colorado state residents.
PRIMARY PHYSICAL WORK ADDRESS	1560 Broadway, Denver, CO 80202	DEPARTMENT CONTACT INFORMATION	Monique Ford: monique.ford@state.co.us
HOW TO APPLY	Please submit an online application for this position at https://www.governmentjobs.com/careers/colorado . Reach out to the Department Contact to apply using a paper application, including any supplemental questions. Failure to submit a complete and timely application may result in the rejection of your application. Applicants are responsible for ensuring that application materials are received by the appropriate Human Resources office before the closing date and time listed.		

Department Information

Hybrid Workplace Arrangement:

Although this position will be designated under the department's hybrid workplace program, it will still be required to report to the department office on a scheduled basis and at the discretion of the supervisor, based on business need.

This announcement may be used to fill multiple vacancies.



COLORADO

Department of Regulatory Agencies

The Department of Regulatory Agencies (DORA) is dedicated to preserving the integrity of the marketplace and is committed to promoting a fair and competitive business environment in Colorado.

Consumer protection is our mission.

DORA values and promotes diversity, supporting a workplace that is inclusive of people from different backgrounds and experiences; creating an environment that is reflective of our communities; promoting positive relationships; and putting forth unique perspectives to fulfill our mission.

- Employer-sponsored RTD EcoPass, with offices located at Civic Center Plaza, above the RTD Civic Center station and just a few blocks from RTD light rail.
- Extensive work-life programs such as flexible schedules, training and professional development opportunities on a wide variety of subjects, and more!
- Employee wellness programs, including the Colorado State Employee Assistance Program (CSEAP), which provides free, confidential counseling services.
- Bike-to-work programs, including access to storage lockers and bike racks.
- Flexible retirement benefits, including a choice of the PERA Defined Benefit Plan or the PERA Defined Contribution Plan, plus optional 401K and 457 plans.
- Medical and Dental Health Insurance for employees and optional coverage for their dependents.
- Life Insurance for employees, and optional coverage for their dependents.
- Paid Time Off, including 11 paid holidays.
- Short- and long-term disability coverage.
- Tuition assistance program.

Description of Job

DORA's Public Utilities Commission (PUC) serves the public interest by effectively regulating utilities and facilities so that the people of Colorado receive safe, reliable, and reasonably priced services consistent with the economic, environmental, and social values of our state.

The Energy Section unit generally exists to provide professional analysis, technical and policy testimony, and/or advice and recommendations on engineering, economic, financial, and operational matters. The Engineers Section is made up of professionals with engineering or other technical/analytic credentials. The section is at times supplemented by outside engineering or technical experts. The unit functions as a team to challenge, develop, present, and recommend complex engineering, financial, and legal approaches in utility regulation. The team functions both in formal legal proceedings and informal negotiations and contacts with regulated companies. In performing these functions, the work unit must balance the need for financially healthy utilities with the needs of the consumers to receive safe, reliable utility service at reasonable rates. An increasingly important function of the work unit is to assist in the evolution of new regulatory structures in the face of the new business environment brought about by increased focus on consumer protection; emerging technologies and increasing competition in many areas of utility operations; and emerging environmental regulations; and related costs of traditional utility services.

Position: SGA 5178

The primary purpose of this new position is to fulfill the statutory duties of C.R.S., § 40-2-104, "[t]he director of the Commission may appoint such experts, engineers, statisticians, accountants, investigative personnel, clerks, and other employees as are necessary to carry out the provisions of this [Title 40]." The specific purpose of this Professional Engineer I position is to review, investigate, and prepare an advisory memorandum for uncontested proceedings; and review, investigate, issue audit and discovery, prepare written testimony, and defend staff recommendations in hearing in formal litigated proceedings where the well-being, health, and safety of the environment and public may be at issue. The

proceedings may include electric distribution plans, electric demand-side management plans, and plans for transportation or beneficial electrification.

Duties include, but are not limited to:

- Evaluating projected performance, technology risks, costs, and compliance with Colorado Revised Statutes and Commission rules;
- Reviewing and preparing complex spreadsheet analyses for cost recovery of renewable energy plans, demand-side management plans, and clean heat plans;
- Advising the Commissioners on non-adjudicated or uncontested matters where customer-sited solar generation is at issue or where a clean heat plan is at issue;
- Participating as Commission trial staff in contested proceedings where customer-sited renewable generation is a consideration or in demand-side management proceedings where clean heat plans are a consideration;
- Reviewing and preparing complex spreadsheet analyses and/or computer models of renewable energy standard compliance plans, gas demand-side management plans, and clean heat plans;
- Developing written responsive testimony and exhibits;
- Managing assigned work activities when assigned as a member of a multi-discipline rulemaking team by effectively planning, organizing, and completing assigned responsibilities;
- Developing objectives, schedules, and draft rules consistent with Commission directives.

Minimum Qualifications, Substitutions, Conditions of Employment & Appeal Rights

MINIMUM QUALIFICATIONS (MQs):

- Current, valid licensure as a Professional Engineer from the Colorado State Board of Licensure for Architects, Professional Engineers, and Professional Land Surveyors.

Document this experience in your application IN DETAIL, as your experience will not be inferred or assumed. Part-time experience will be prorated.

SUBSTITUTIONS:

- There are no substitutions for having current, valid licensure as a Professional Engineer from the Colorado State Board of Licensure for Architects, Professional Engineers, and Professional Land Surveyors.

**Professional work involves exercising discretion, analytical skill, judgment and personal accountability and responsibility for creating, developing, integrating, applying, and sharing an organized body of knowledge that characteristically is: uniquely acquired through an intense education or training regimen at a recognized college or university; equivalent to the curriculum requirements for a bachelor's or higher degree with major study in or pertinent to the specialized field; and continuously studied to explore, extend, and use additional discoveries, interpretations, and application and to improve data, materials, equipment, applications and methods.*

Preferred Qualifications:

- Professional work experience in the electric or gas utility industry;
- Demonstrated professional experience analyzing and researching emerging fuel markets;
- Demonstrated state experience conducting engineering work;
- Experience analyzing load impacts, appliance loads, and building environment;
- Beneficial electrification experience and understanding the benefits and challenges of electrification, analyzing and strategizing the feasibility of electrification projects and initiatives;
- Demand-side management or energy efficiency program experience including managing and measuring impacts and reducing energy demand;

- Experience working on energy policy including understanding the policy landscape, analyzing impacts on the energy sector, and providing insights and recommendations for policy development and implementation;
- Public policy experience, including understanding the processes and frameworks involved in developing, implementing, and evaluating policy;
- Experience explaining and breaking down complex, technical engineering concepts into layman's terms.

Required Competencies:The following knowledge, skills, abilities, and personal characteristics are required competencies and may be considered during the selection process (including examination and/or interview):

- Demonstrated written communication skills, including the ability to convey information to various stakeholders in a clear, accurate, and concise written manner;
- Demonstrated verbal communication skills, including the ability to effectively convey information to audiences in a concise manner;
- Demonstrated attention to detail;
- Demonstrated critical thinking and analytical skills, including having the ability to evaluate information in order to apply knowledge and to decide on the most appropriate course of action;
- Demonstrated prioritization skills, including planning, organizing tasks, and managing work assignments;
- Knowledge of electric resource plans, renewable energy resource plans, electric demand-side management plans, and plans for transportation or beneficial electrification;
- Demonstrated research and analytical skills;
- Demonstrated interpersonal skills, including the ability to work effectively as part of a collaborative team;
- Demonstrated strategic thinking, including the ability to identify emerging issues and anticipate trends;
- Demonstrated problem-solving skills including identifying technical problems that a layperson would not be aware of;
- Ability to demonstrate technical expertise in front of authorities;
- Demonstrated time management skills, including the ability to multi-task to effectively manage competing and constantly changing priorities in order to meet tight deadlines;
- Demonstrated ability to understand and abide by workplace principles, practices and behaviors as internally identified and defined by the division and department;
- Demonstrated ability to read, understand, interpret, apply, and explain laws, rules, policies, and procedures;
- Sound judgment and the confidence to make decisions on a routine basis;
- Self-motivated, self-directed, reliable, and accountable;
- Ability to maintain confidential, controversial, or sensitive information;
- Accountability, reliability, including attendance;
- Self-starter, including the ability to work independently, learn new processes, utilize own knowledge and that of the supervisor, and complete work with minimal supervision;
- Demonstrated professional demeanor;
- Knowledge and understanding in the use of PC software applications including Microsoft Office (Access, Word, Excel, etc.), and Google Suite (Doc's, Sheets, Slides, etc).

Conditions of Employment:Candidates who fail to meet the conditions of employment will be removed from consideration.

- The successful passing of a reference check and/or, if required, a background check.
 - A reference check may include but is not limited to: contacting previous and current supervisors to verify employment and discuss performance, a review of the personnel file, a review of the performance record, etc.
 - The type of background check depends on the job duties of the position and can include a review of any criminal record, credit report, and/or driving record.
 - **Ability to travel independently, including work in-office, as required by business needs and scheduled by the supervisor.**
- Effective September 20, 2021, employees will be required to attest to and verify whether or not they are fully vaccinated for COVID-19. Employees who have not been fully vaccinated may be required to submit to serial testing in the future. Upon hire, new employees will have three (3) business days to provide attestation to their status with proof of vaccination. Vaccinated employees must provide proof of vaccination.
- **Note:** Fully Vaccinated means two (2) weeks after a second dose in a two-dose series of the COVID-19 vaccine, such as the Pfizer or Moderna vaccine, or two (2) weeks after the single-dose vaccine, such as Johnson & Johnson's

Janssen vaccine, as defined by the most recent State of Colorado's Public Health Order and current guidance issued by the Colorado Department of Public Health & Environment.

Supplemental Information

PLEASE READ - Required Application Materials

Interested individuals must submit the following online:

1. **A completed State of Colorado Application** (log in to your current NeoGov account or create a NeoGov account to complete the online application). Note: Incomplete applications, including incomplete work history sections or "see résumé," "see attachment," or "see addendum" statements, will not be accepted in lieu of a completed application form.
2. **A current email address** on your application, as all communication pertaining to this position will be conducted via email. Please set up your email to accept messages from info@governmentjobs.com and '@state.co.us' addresses, and check your email often. Note: The department cannot guarantee the successful delivery of email, including incorrect filtering into junk mail folders.
3. **A detailed cover letter**, explaining how you meet the required competencies and how your accomplishments, qualifications, skills, areas of expertise, personal characteristics, etc. make you a good fit for this position; you may also attach additional documents that demonstrate this.

Comparative Analysis Process: Structured Application Review

Part of, if not the entire, comparative analysis process for this position will involve a review of the information you submit in your application materials; Therefore, it is paramount that in the experience portion of your application and cover letter, you describe the extent to which you possess the education, experience, and competencies outlined in the job announcement as well as the required and/or preferred qualifications/competencies. You are also encouraged to attach additional documents to that effect. Failure to include adequate information or follow instructions may affect your score and prevent you from competing in subsequent measures used to arrive at a top group of applicants.

Veterans' Preference: Candidates who wish to assert Veterans' Preference should attach a copy of their DD214 to their application. Failure to do so will result in being denied Veterans Preference.

PLEASE NOTE: Former State Personnel System employees who were disciplinarily terminated or resigned in lieu of termination must disclose this information on the application. Colorado Revised Statutes require that all state employees be hired and promoted through competitive examination of merit and fitness. Failure to include the required information, failure to follow instructions, and/or failure to submit materials by the application deadline may result in your application not being considered for the position and may affect your score or inclusion in the final pool of qualified candidates.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

ADAAA Accommodations: DORA is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our ADAAA Coordinator, Rachael Alkayali, at dora_hr@state.co.us or call (303) 894-2441.

Appeal Rights:

If you receive notice that you have been eliminated from consideration for this position, you may file an appeal with the State Personnel Board or request a review by the State Personnel Director.

An appeal or review must be submitted on the official appeal form, signed by you or your representative. This form must be delivered to the State Personnel Board by email, US Mail, faxed or hand-delivered within ten (10) calendar days from your receipt of notice or acknowledgment of the department’s action.

For more information about the appeals process, the official appeal form, and how to deliver it to the State Personnel Board go to spb.colorado.gov or refer to 4 Colorado Code of Regulations (CCR) 801-1, State Personnel Board Rules and Personnel Director’s Administrative Procedures, Chapter 8, Resolution of Appeals and Disputes, at spb.colorado.gov under Rules.

Benefits

The State of Colorado offers permanent employees a variety of benefits including medical, dental, life and disability insurance, as well as a comprehensive leave program. Please click the following link for detailed information:

www.colorado.gov/pacific/dhr/benefits

Please note that each agency's contact information is different; therefore, we encourage all applicants to **view the full, official job announcement** which includes contact information and class title. Select the job you wish to view, then click on the "Print" icon.

Agency

State of Colorado

Address

See the full announcement by clicking the "Printer" icon located above the job title
Location varies by announcement, Colorado, --

Website

<https://careers.colorado.gov/>

Professional Engineer I: DORA/Division of Public Utilities Commission Supplemental Questionnaire

*QUESTION 1

DORA Q1: Please provide your Social Security Number. NOTE: This information will be kept strictly confidential and is only accessible to Human Resources Personnel.

*QUESTION 2

DORA Q2: Are you a current or previous State of Colorado employee? Enter "yes" or "no" in the space provided. If "yes", enter 1) the State agency name, 2) dates of employment, and 3) your official classification title.

*QUESTION 3

DORA Q3: If you are a current or former State of Colorado classified employee, have you ever been disciplinary terminated, resigned in lieu of termination, or deemed to have resigned without notice (Board Rule 7-6, Automatic Resignation)? NOTE: Current and former State Personnel System employees who were disciplinary terminated, resigned in lieu of termination, or who were deemed to have resigned without notice (Board Rule 7-6, Automatic Resignation) must disclose this information on the application. Failure to disclose this information and/or falsification of application materials may result in being removed from consideration for this position.

N/A - I am not a current or former State of Colorado classified employee.

- YES, I have been disciplinary terminated, resigned in lieu of termination, or deemed to have resigned without notice (Board Rule 7-6, Automatic Resignation).
- NO, I have NEVER been disciplinary terminated, resigned in lieu of termination, or deemed to have resigned without notice (Board Rule 7-6, Automatic Resignation).

***QUESTION 4**

DORA Q4: Current or Former Classified Employees: Are you a transfer, non-disciplinary (voluntary) demotion, or reinstatement applicant?

- Yes
- No
- N/A - I am not a current or former State of Colorado classified employee.

***QUESTION 5**

DORA Q5: VETERAN'S PREFERENCE NOTE: If you are not eligible for/seeking Veteran's Preference, please skip down to the bottom and select option "N/A". REQUIRED DOCUMENTATION: Candidates who wish to assert Veterans' Preference should attach a copy of their DD214 reflecting dates of service, type of discharge, and, if appropriate, a campaign badge or service medal. If information regarding a campaign badge or service medal is necessary to award preference points and is not reflected on the DD214, other documents reflecting the grade or medal must be provided. Other types of documentation may be required for ten point preference. *Note 1: For a complete list of service dates and campaigns used in awarding preference points visit: <http://www.opm.gov/veterans/html/vgmedal2.htm> **Note 2: Medal holders and Gulf War veterans who originally enlisted after September 7, 1980, or entered active duty on or after October 14, 1982, without having previously completed 24 months of continuous active duty; must have served continuously for 24 months or the full period called or ordered to active duty. *Note 3: Effective October 1, 1980, military retirees at or above the rank of major or equivalent, are not entitled to preference unless they qualify as disabled veterans. Reservists who are retired from the Reserves but are not receiving retirement pay are not considered "retired military" for purposes of veterans' preference. REMINDER: Proof of eligibility must be provided before points are allowed. Please attach documentation to your application. If you have not done so, please go back and do so now. Veteran's Preference points WILL NOT be applied without the appropriate documentation. PLEASE CHECK ALL THAT APPLY:**

- N/A - I am not eligible for/seeking Veteran's Preference.
- A) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: During any war declared by Congress
- B) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: During the period April 28, 1952, through July 1, 1955;
- C) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976;
- D) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: During the Gulf War period beginning August 2, 1990, and ending January 2, 1992;
- E) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: For more than 180 consecutive days, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or,
- F) I was honorably separated (this means an honorable or general discharge) and I served on active duty (excluding active duty for training) in the Armed Forces: In a campaign or expedition for which a campaign medal has been

authorized*, such as El Salvador, Lebanon, Granada, Panama, Southwest Asia, Somalia, and Haiti.

- G) I have served on active duty in the Armed Forces at any time and have a present service connected disability or are receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs; or
- H) I am a Purple Heart recipient;
- I) I am the spouse of a veteran unable to work because of a service-connected disability;
- J) I am the unmarried widow/widower of certain deceased veterans; and
- K) I am the mother of a veteran who died in service or who is permanently and totally disabled.

*QUESTION 6

DORA Q6: Part of the required application materials includes a detailed cover letter, explaining how you meet the required competencies and how your accomplishments, qualifications, skills, areas of expertise, personal characteristics, etc. make you a good fit for this position; you may also attach additional documents that demonstrate this. **Q:** Have you included this cover letter as an attachment to your application? (If not, you may go back and do so now). Yes, I have attached the required cover letter explaining how I meet the required competencies and how my accomplishments, qualifications, skills, areas of expertise, personal characteristics, etc. make me a good fit for this position; I may also attach additional documents that demonstrate this. No, I have not attached the required cover letter to my application. **Note:** I understand that failure to include this information and follow instructions may prevent me from competing in subsequent measures used to arrive at a top group of applicants.

- Yes
- No

*QUESTION 7

DORA Q7: Do you currently possess current, valid licensure as a Professional Engineer from the Colorado State Board of Licensure for Architects, Professional Engineers, and Professional Land Surveyors?

*QUESTION 8

DORA Q8: Please explain in detail how you meet the following preferred qualifications: Professional work experience in the electric or gas utility industry.

*QUESTION 9

DORA Q9: Please explain in detail how you meet the following preferred qualifications: Demonstrated professional experience analyzing and researching emerging fuel markets.

*QUESTION 10

DORA Q10: Please explain in detail how you meet the following preferred qualifications: Demonstrated state experience conducting engineering work.

*QUESTION 11

DORA Q11: Please explain in detail how you meet the following preferred qualifications: Experience analyzing load impacts, appliance loads, and building environment.

*QUESTION 12

DORA Q12: Please explain in detail how you meet the following preferred qualifications: Beneficial electrification experience and understanding the benefits and challenges of electrification, analyzing and strategizing the feasibility of

electrification projects and initiatives.

***QUESTION 13**

DORA Q13: Please explain in detail how you meet the following preferred qualifications: Demand-side management or energy efficiency program experience including managing and measuring impacts and reducing energy demand.

***QUESTION 14**

DORA Q14: Please explain in detail how you meet the following preferred qualifications: Experience working on energy policy including understanding the policy landscape, analyzing impacts on the energy sector, and providing insights and recommendations for policy development and implementation.

***QUESTION 15**

DORA Q15: Please explain in detail how you meet the following preferred qualifications: Public policy experience, including understanding the processes and frameworks involved in developing, implementing, and evaluating policy.

***QUESTION 16**

DORA Q16: Please explain in detail how you meet the following preferred qualifications: Experience explaining and breaking down complex, technical engineering concepts into layman's terms.

***QUESTION 17**

DORA Q17: Although this position will be designated under the department's hybrid workplace program, it will still be required to report to the department office on a scheduled basis and at the discretion of the supervisor, based on business needs. Would you be able to do this?

***QUESTION 18**

DORA Q18: The salary range posted for this position is \$88,044 - \$105,648 annually (\$7,337 - \$8,804/monthly); while appointments are typically made at or near the range minimum, the salary will be set based on the qualifications of the candidate appointed and relevant factors. Please share your salary expectations below.

***QUESTION 19**

DORA Q19: If you move forward in this process and are selected for this position, what is the earliest date that you would be able to start?

* Required Question